

# Employment Plan Officer Update

9<sup>th</sup> Reporting Period: July – December 20 18

February 19, 20 19



COOK COUNTY  
**HEALTH**

# Employment Plan Changes

## What's New?

### Employment Plan Amendments

- Added an Indefinite Posting Process
- Amended the Emergencies and Temporary Positions provision
- Updated the following Plan Exhibits:

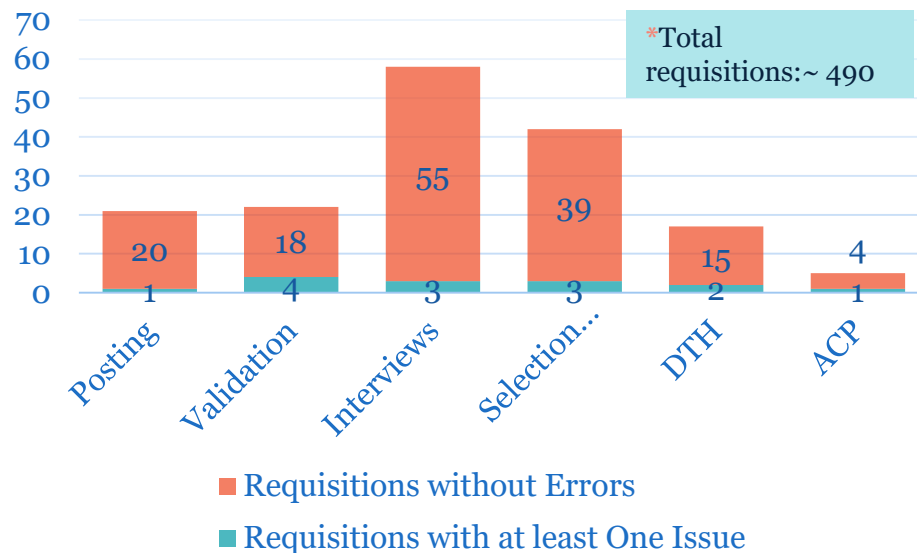
Exhibit 1 – Actively Recruited Positions List	<ul style="list-style-type: none"><li>- Amended twice</li><li>- Added 38 positions</li><li>- Removed 36 positions</li><li>- Updated or modified 16 positions</li></ul>
Exhibit 5 – Direct Appointment Positions List	<ul style="list-style-type: none"><li>- Amended in September</li><li>- Added 6 new positions</li><li>- Removed 1 position</li><li>- Job description changes for 2 positions</li></ul>
Exhibit 13 – Advanced Clinical Positions List	<ul style="list-style-type: none"><li>- Amended twice</li><li>- Added 34 new positions</li><li>- Removed 7 positions</li><li>- Corrected 4 position titles</li></ul>

# Monitoring and Investigations

## Status Update

### HIRING PROCESSES

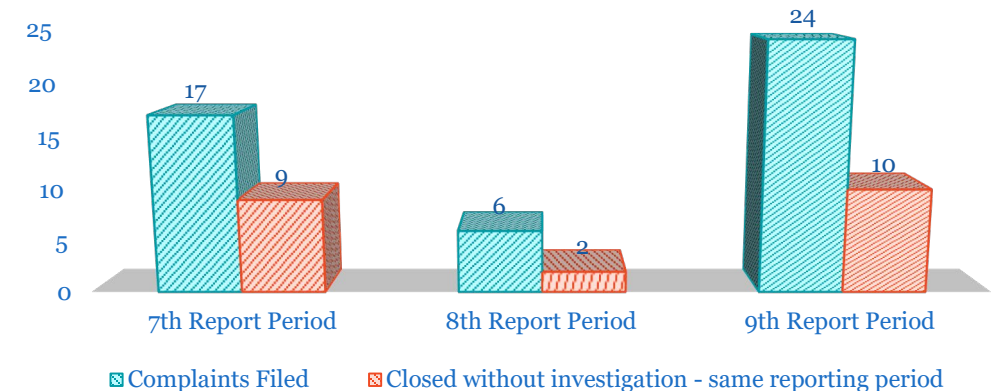
(MONITORED ~16% OF REQUISITIONS\*)



### Complaints & Investigations

- Issued 25 Non-Compliance Notices
  - 4 related to hiring, 19 related to discipline
- Closed 15 files (~38 files remain active)
- Issued 5 Incident Reports
  - No CCH concerns identified

### COMPLAINTS BY REPORTING PERIOD



# Employment Activity

## Alternate Hiring Processes & Supplemental Policies

Activity	Volume
Direct Appointments	11
Executive Assistant Appointments	1
Department/Division Chair Appointments	3
Approved Transfer Requests	0
Approved Interim Assignments	2
Grade 24 Salary Adjustments	6

Each of the above employment decisions are forwarded to the EPO and OIIG:  
*no concerns were noted this reporting period*



# Questions?



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